

IMCOM
Army Religious Educators
GS-1701

(Non-bargaining unit member employees only)

GS-1701 Religious Educators will develop 3-5 SMART Objectives for the rating period. All employees GS-12 and below assigned to Army installations will include the three required standardized SMART Objectives below. Those who are supervisors of more than one military, GS-employee civilian, or volunteer must include the standardized supervisory SMART Objective, as well.

1. In accordance with OCCH professional certification policy and IMCOM implantation guidance, accomplish the annual continuing education and professional certification minimum standards by successful completion of the training objectives of the mandatory Chief of Chaplains Annual Religious Education Training Conference (3 CEUs) and acquiring two (2) additional CEUs from other local/regional training events or participating in the Army Religious Education Professional Development Reading Program.
2. Complete an annual comprehensive religious education/spiritual formation action plan to include detailed description of each program, process, or event along with its educational/formational objective, scope, target audience, duration, cost, and evaluation metrics. Survey instruments to evaluate effectiveness of current religious education programs and needs assessment to identify future programs will be used to the widest deadlines. Successful accomplishment of this objective will be based on the extent to which the plan is responsive, relevant, realistic, and cost-effective; and the extent to which the plan is successfully implemented.
3. Using appropriate Army regulations, standard design specifications, IMCOM and local guidance, establish a five-year comprehensive religious education facility plan that includes maintenance, upgrade, renovation, and new construction requirements. As a minimum, the plan will evaluate adequacy of existing religious education facilities, clearly documenting deficiencies, square footage shortfalls, access requirements, safety hazards, as well as furnishings and equipment upgrades, and any progress achieved to resolve previously identified deficiencies. The plan will be submitted to the garrison chaplain NLT 15 April annually. Success of the plan will be evaluated on the extent to which it accurately and thoroughly documents realistic and correctable facility issues.